



## **ABA Virtual Programs Code of Conduct**

The American Bus Association is committed to providing a safe, productive, and welcoming environment for all meeting participants and ABA staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, ABA staff members, service providers, and all others are expected to abide by this Virtual Programs Code of Conduct. This Policy applies to all ABA meeting-related events, including those sponsored by organizations other than ABA but held in conjunction with ABA events, on public or private platforms.

Our aim in hosting a virtual ABA event is to build a stronger community. Our goal is to create an environment where everyone feels welcome to participate, speak up, ask questions, and engage in conversation. This requires a harassment-free and inclusive environment that recognizes the inherent worth of every participant. We invite all those who participate to help us create a safe and positive experiences for everyone.

### **Unacceptable Behavior is defined as:**

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions.
- Real or implied threat of professional or financial damage or harm.
- Verbal abuse of any attendee, speaker, volunteer, exhibitor, ABA staff member, service provider, or other meeting guest.
  - Examples of verbal abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, ABA staff member, service provider, or other meeting guest.
- Inappropriate use of nudity and/or sexual images.
- Inappropriate disruption of meetings or events. All participants must comply with the instructions of the moderator and any ABA virtual event staff.

**Reporting Harassment to ABA:** Report harassment and disruptive behaviors to ABA staff at [executiveoffice@buses.org](mailto:executiveoffice@buses.org).

Be mindful of your surroundings and of your fellow participants. Alert ABA staff if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct, even if they seem inconsequential.

Consequences of misconduct may include:

- Immediate removal from meeting or event without warning.
- Restrictions from future ABA-affiliated meetings and events, virtually or in person.
- Termination of ABA membership.